

The Collaborator Mindset Matrix

| Mindset | Values | Overheard Saying | Strengths | Challenges |
|----------------------|--|---|--|--|
| Well-Rounded Learner | Balance, Personal and Professional Growth and Development, Curiosity | "I have to leave at 5pm for my yoga class." | Temperament complements independent mindsets. Can make connections others don't see. | Appears less dedicated than other mindsets, and tend to delay taking action on a task. |
| Caregiver | Relationships, Humility, Co-operation, Personal Growth, Conflict Avoidance | "This team is a family." | Bring people together and make everyone involved feel heard. | They focus on relationships over results. |
| Teacher/Mentor | Knowledge, Attention, Autonomy, Impact | "Let me show you how to do this." | Introduce insights from other case studies or relevant examples. | Closed-minded to new knowledge or ways of doing things (think they know the best way). |
| Realistic Executor | Efficiency, Effectiveness, Punctuality | "Let's get this thing done." | Brings a lot of energy to the team. Highly organized, and knows what needs to get done. | Black and white in thinking. Too forceful in their demands and burn people out. |
| Purpose Driven | Purpose, Impact | "This project aligns with my mission." | When inspired, this type tends to inspire and motivate others on the team. | If not inspired on a project, they can feel lost and become irritable out of fear of wasting time. |
| Entrepreneur | Creativity, Independence, Attention, Novelty | "What's next?" | Fresh thinking helps others get 'unstuck'. If a solution doesn't already exist, they create one. | Distracted and unfocused, always chasing what is next, new or "cool." |
| Systems Thinker | Holistic Understanding, Creativity, Solution-Oriented | "Let's define the problem." | Quality of work is extremely high, and can solve enormous, complex problems. | Can take a long time to get started or get their work done. Pokes holes in others' work. |
| Decision Maker | Control, Vision, Security | "Can I see it before it goes out?" | Ensure everything that all work is aligned with the bigger picture. | Can struggle with building trust, and sometimes faces imposter syndrome. |